

INTERACT

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ICSEW 2003 Take Our Daughters and Sons To Work Day A Great Success!

For the past ten years the Interagency Committee of State Employed Women has hosted Take Our Daughters to Work Day. This year was the first year that sons and daughters were both included.

The Washington State Department of Transportation hosted the event in the Transportation Building. Visitors were greeted by a taped welcome from Governor Locke before they proceeded to the second and third floors of the building for a career fair where some of the career options in state service were represented. The total attendance was 222 daughters and sons accompanied by their parents.

The Washington State Department of Natural Resources represented two different fields - entomology and marine sciences. The marine sciences

display came complete with a tank full of geoducks.

The Washington State Patrol represented three different fields - trooper, fire investigator, and pilots.

Dr. Bob Gilpin from the Boulevard Animal Clinic featured "Demo," a Maine Coon cat, who was very popular with the daughters and sons in attendance. Other displays provided an opportunity for attendees to have their eyes checked by an optometrist, look through the lens of a video camera, and have the opportunity to take apart and exam how computer hardware fits together.

Joyce Norris, Chair of the event, said, "All of the hard work and coordination paid off when we got to see the smiles on the faces of the participants. I think everyone had a great time."



Kathy Bassett from Pierce College answers questions on dental hygiene.



A sampling of what the 2nd floor of the Transportation Building was like as daughters, sons and parents visited the various displays.



DNR's Marine Sciences display featured geoducks. Although they weren't cute and cuddly, they were very popular among the attendees.



Thurston County TV brought a camera so the daughters and sons could get the feel of it.



Participants were able to take a computer apart and see what makes them run.

A Weekend of Fun Can Raise Fun(ds) For a Worthy Cause

By Jane Berube

June 20 and 21, 2003 will see an invasion of fun-loving, dedicated fundraisers at the North Thurston High School track in Lacey, Washington for the American Cancer Society's 24-hour Relay for Life.

According to the American Cancer Society website, "Relay For Life is a fun-filled, overnight event designed to celebrate survivorship and raise money for research and programs of your American Cancer Society. During the event teams of people gather at schools, fairgrounds, or parks and take turns walking or running laps. Each team tries to keep at least one team member on the track at all times.

Relay For Life represents the hope that those lost to cancer will never be forgotten, that those who face cancer will be supported, and that one day cancer will be eliminated."

The event begins at 6:00 p.m. on Friday, June 20, 2003 with the survivor lap. The track is filled with those who have survived the dreaded disease as upbeat tunes blare over the loudspeaker.

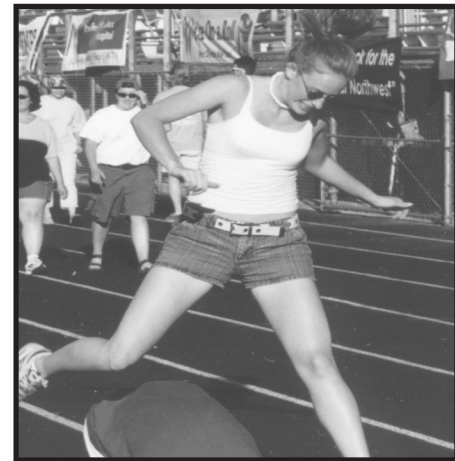
er. Some of these courageous folks sprint around the track while others take their time in wheelchairs or walkers as the crowd on the sidelines cheers them on. Survivors proudly wear a ribbon with their medal of survivorship on it. Next, team members take over the track.

Even more emotional than the opening lap is the midnight memorial. At this time the stadium lights are dimmed and luminaries with names of loved ones who lost the fight against cancer ring the track. The glow of the soft candles and the names being read solemnly over the loudspeaker make this a powerful event in itself.

My daughter, Heather Berube, takes this time each year to remember her grandma. She was very special to Heather as she had come to stay with her many years ago.

The relay encompasses a whole gamut of feelings, but above all, a sense of fun fills the air.

For more information about the Thurston County relay or to register a team, contact Dawn Gadwa at (360)



Heather Berube and friends leapfrog around the North Thurston High School track in June 2002.

459-2128 or check the local Relay's website at www.olywa.net/tcrelay.

For American Cancer Society information, contact Amy Bowman at the ACS Tacoma office at 1-800-729-3880.

If you are outside the Lacey area and want to take part, find the relay in your area by calling the 1-800 number listed above or go to the American Cancer Society website at www.cancer.org.

Don't Be Glum - Make the Mundane Fun!

By Jeralyn Faulhaber

We all know that our jobs can be intense - we are expected to do more, better, and faster, with less! How can we make this day-to-day reality a little less intense and a little more fun?

This may take a little effort on your part but believe me, the payoff is well worth it. When you can manage to make the mundane fun you take control and responsibility for your attitude at work. Instead of feeling like your job is controlling you day after day, you can now be in control of your job as well as helping others enjoy their day a bit more.

Think about your personality, taking into account your work environment and any guidelines or policies it may have, and start thinking of some way you may be able to lighten your mood and make yourself smile or laugh and incorporate that into your day. Keep it simple - simplicity is power!

One way that I keep things light is to take one of my favorite pens (I have a collection and am currently using the Easter bunny pen) and write with it for part of the day and even take it to meetings to write with. It sounds silly but it reminds me that there is a lighter side to life and that I can't always take myself so seriously. The best part is it

makes me smile which improves my mood and the moods of those lucky enough to be working around me. I know someone else that brings in fun cups to drink out of. There are many ways to do this, just tailor it to your own personality and work environment.

Let's talk about some ways that we can make the office a nicer place to be (sometimes we just need reminding):

- A positive attitude is worth its weight in gold. Instead of being the one always complaining and pointing out the negative, try to be more positive and see what happens. Suddenly people may want to be around you more and the birds start singing (okay, I'm getting carried away!).

- Don't be glum! Put on a smile even if no one is looking and even if you don't feel like it. Fake it 'till you make it! Your emotions will shortly follow your actions.

- A compliment, a nicely spoken word, and even a sincere thank you go a long way in making someone's day.

- Most importantly, have fun!

Easy Tips to Help Eye Strain

Do you have eye strain? Here are five easy ways to help you set up your workstation to help prevent eye strain:

- Every 20 minutes or so focus on a distant object (at least 20 feet away).
- Blink frequently and alternate tasks when necessary.
- Close your eyes and breathe deeply for 30 - 60 seconds.
- Take an exercise break for your eye muscles. Look up, down, and side to side.
- Place documents as close as possible to the screen to avoid frequent visual refocusing.

ICSEW Training Information

The ICSEW Statewide Biennial Training Conference will be held in Ocean Shores, Washington on May 17 - 19, 2004.

There will be no 2003 conference.



Interagency Committee of State Employed Women

2002-2003 Executive Board

www.wa.gov/icsew

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Take Our Daughters and Sons To Work Day

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Mingle With Ease At Your Next Networking Event

Socializing doesn't come easy to everyone. Yet it is an essential business skill - one well worth building. "It's an opportunity to meet people and have people get to know you outside of the traditional office setting," explains Barbara Pachter, author of *When the Little Things Count . . . And They Always Count*. "And that's important because people do business with others they know, like, and respect."

How strong are your mingling skills? Take this quiz to find out. Answer yes or no for each question:

1. Do you go to networking events with a negative attitude?
2. Do you pay attention to your body language?
3. Are you unwilling to introduce yourself to new people?
4. Do you know what questions to ask to encourage conversation?
5. Do you dress appropriately for networking events?

How did you do? The correct answers are:

event thinking you can mingle and have an interesting, good time, you are much more likely to have a positive experience.

2. **Yes.** Walk into a room with a smile. Keep your hands to your sides. If you don't look or act nervous people will never know you are.

3. **No.** Follow the 10 - 5 rule for meeting and greeting. If you don't make eye contact with someone within ten feet of you, you must acknowledge the person with a nod or smile. At five feet, you must introduce yourself and shake hands.

4. **Yes.** Be prepared to start a conversation and ask open-ended questions to keep the discussion flowing. If you are not comfortable with making small talk it helps to read the newspaper and professional journals to stay up-to-date on current events.

5. **Yes.** Wear clothes that fit well and are appropriate to the event. That way you don't spend time worrying or feeling uncomfortable about your clothes.

Pay Inequity

The median earnings of women in Washington State are only \$.74 on the dollar compared to men. Across the country on Tuesday, April 15, 2003, worker's rights advocates took part in a day of action to end unfair pay practices - a top concern for women and people of color nationally and in Washington State.

Nationally, the Census Bureau reports that the average full-time, year-round working woman earns just \$.76 on the dollar compared to the average man. Women of color are worse off. African American women make \$.69 on the dollar compared to the highest earners (white men), while hispanic women make only \$.56 on the dollar.

How to Be Somebody

By Christian D. Larsen, Credo for Optimists

- Talk health, happiness, and prosperity to every person you meet.
- Make all your friends feel there is something special in them.
- Think only of the best, work only for the best, and expect only the best.
- Be as enthusiastic about the success of others as you are about your own.
- Forget the mistakes of the past and press on to the greater achievements of the future.
- Give everyone a smile.
- Spend so much time improving yourself that you have no time left to criticize others.
- Be too big for worry and too noble for anger.

Interagency Committee of State Employed Women (ICSEW)

CELL PHONE DRIVE



PUT YOUR OLD CELL PHONE TO GOOD USE TO HELP SAVE LIVES

The ICSEW is conducting another "**recycle your cell phone with rechargeable battery and cords**" drive. These cell phones will be reprogrammed by Verizon Wireless to dial 911 and then donated to the Washington State Domestic Violence Coalition.

Your old cell phones with the necessary batteries and cords can be sent to Jan Olmstead at the Health Care Authority or delivered to the Health Care Authority's front desk (address information below). If you would like a receipt for tax purposes, send a note along with your cell phone and one will be sent to you.

If we can help save even one life it is all worthwhile!

Contact: Jan Olmstead
Health Care Authority
Mail Stop 42721
676 Woodland Square Loop SE
Lacey, Washington 98504
(360) 923-2803
jan.olmstead@hca.wa.gov

Contracting Expanded Under New Law

Under the Personnel Systems Reform Law, contracting out of services that have "customarily and historically been provided by state employees" will be allowed, effective July 1, 2005.

While General Administration (GA) will establish rules that govern the bid process, the law provides parameters and includes built-in protections for state employees. For example, an agency must determine that contracting out will result in cost savings or efficiency improvements prior to soliciting bids. Additional criteria include:

- Existence of a competitive market.
- Measurable performance standards.

- A monitoring process.

- Consideration of the risk associated with failed performance by the contractor.

It is further mandated that an agency must allow employees an opportunity to offer alternatives and to compete for the work. If an outside vendor wins the bid, displaced employees must be considered for job openings.

Recognizing that the bid process is unfamiliar to most state employees, the Department of Personnel will partner with GA to develop a training program to teach employees about the bid process and how to prepare a competitive bid.

Finding Your Way Through the Personnel System Reform Act

Since the Personnel System Reform Act of 2002 (PSRA) took effect in June 2002 there has been a flurry of rule and statutory changes. Below is a review of these changes and guidance about where to find the current, up-to-date law. The current Chapters 41.06 and 41.80 Revised Code of Washington (RCW) contain new provisions of the PSRA.

Revised Code of Washington - The PSRA itself has now been codified in two chapters of the RCW. The amendments to the civil service law are still found in Chapter 41.06 RCW including the changes to the civil service that will be going into effect between now and 2006. These include:

- Provisions Granting the Public Employment Relations Commission (PERC) immediate jurisdiction over unit certifications, elections, and Unfair Labor Practices effective June 13, 2002. (RCW 41.06.340).

- Requirement that Personnel Resources Board conduct a comprehensive rule and class plan review by July 1, 2003. (RCW 41.06.136).

- New authority of the Personnel Director to adopt civil service rules after July 1, 2004. (RCW

41.06.136).

- New provisions on contracting out that will go into effect on July 1, 2005. (RCW 41.06.142).

- Abolishment of the Personnel Appeals Board in 2006. (RCW 41.06.111).

The collective bargaining provisions of the PSRA implementing expanded state employee bargaining are now found in Chapter 41.80 RCW. Generally these provisions take effect on July 1, 2004. These provisions include:

- Definitions, including the definition of supervisor (effective June 13, 2002). (RCW 41.80.005).

- Negotiation and ratification of collective bargaining agreements. (RCW 41.80.010).

- Scope of bargaining and contents of collective bargaining agreements. (RCW 41.80.020 and RCW 41.80.030).

- Dispute resolution where the parties fail to reach an agreement. (RCW 41.80.090).

- Strikes. (RCW 41.80.060).

- Employee Rights. (RCW 41.80.505).

- Management Rights. (RCW 41.080.040).

- Union dues, fees, and union security. (RCW 41.80.100).

- Unfair labor practices and pro-

cedures. (RCW 41.80.110 - .120).

- Enforcement of contracts and arbitration. (RCW 41.80.130).

Under these changes the Personnel Resources Board (PRB) still has jurisdiction over most civil service issues until July 1, 2002. However, some (but not all) of the labor relations functions historically governed by the PRB have been moved to the PERC. Effective June 13, 2002, PERC took jurisdiction of issues relating to the creation or modification of bargaining units, certification of exclusive bargaining representatives, and unfair labor practices. The PRB continues to retain jurisdiction over the content and bargaining of collective bargaining agreements, impasse arbitration, grievance arbitration, and union shop elections.

PERC Statutes and Rules - Through amendment of RCW 41.06.340, classified employees are now under the jurisdiction of PERC and the Public Employee Collective Bargaining Act (PECBA), the same law that covers county and city employees.

The main statutes are:

- Chapter 41.56 RCW Public Employees Collective Bargaining.

- Chapter 41.58 RCW Public Employees Labor Relations.

In order to implement these changes PERC has adopted a series of emergency amendments to the PERC rules. Permanent rules were adopted in January 2003. PERC's rules and the amendments applicable to state employees can be found at the PERC website at <http://www.perc.wa.gov/>. PERC Rules are found in the WAC at Chapter 391 WAC. PERC has adopted emergency amendments making these rules generally applicable to state employees, with a few specific differences. Special provisions relating to RCW 41.06.340 and/or Chapter 41.80 (Personnel System Reform Act) are set forth in WAC sections numbered six digits greater than the general rule on that subject matter.

PERC is at the forefront of Washington's "digital state" and most of what you need to know about working with PERC is on their website. Good information includes:

- PERC News.
- PERC Services Handouts.
- PERC Forms.
- PERC Rules.
- PERC Statutes.

Just the Facts on Women Working

Equal Pay Day was celebrated this year on Tuesday, April 15, 2003. It symbolized the day when women's wages caught up to men's wages from the previous week. Because women earn less on average, they must work nearly seven days to earn what the average man would earn in only five.

In 1997 nearly four million women held more than one job.

In January 1997 there were 105 million women age 16 and over in the United States. Of that total 62.7 million (59.7 percent) were in the civilian labor force (persons working or looking for work).

Between 1996 and 2006 women will account for 59 percent of the total labor force growth. Their labor force participation rate will increase from 59.3 percent in 1996 to 61.4 percent in 2005.

Of the 60 million employed

women in 1997, 44 million worked full time (35 or more hours per week) and 16 million worked part time.

In 1995, 60 percent of all employed women worked in traditionally female-dominated occupations. Two out of every three temporary workers are women.

Women comprised 44 percent of the total number employed by executive, administrative, and managerial positions in 1996, up from 39 percent in 1988.

In 1996, 42 percent of women in executive, administrative, and managerial positions were employed in the service industry, compared to 31 percent of men. Women are also much less likely than men to be employed in manufacturing, construction, transportation, and public utilities.

2003 ICSEW Lifting Mind, Body, and Spirit Fair A Success

The March 13, 2003 ICSEW Lifting Mind, Body, and Spirit Fair at Labor and Industries was a great success. Over 300 individuals attended. According to their feedback the variety of subject matters from health to fun to medical information for women was wonderfully enjoyable. Mary Doherty, the keynote speaker, received a big "5" on a scale of one to five for her speech on balancing life, work, and our values.

The Labor and Industries ICSEW group and several talented volunteers worked for months on the event which offered resources, tools and hints, and many other kinds of information to both women and men.

Donations from the Labor and Industries ICSEW members and their work groups funded the event. This year a special collection was taken up during the day for one of the attendees and \$110 was raised to purchase animals for The Heifer Project.

InterACT is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing and posting of this publication is strongly encouraged. This publication is available in alternate formats. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:

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